

High Sick Leave Consumption Firefighters Louisville Fire Department

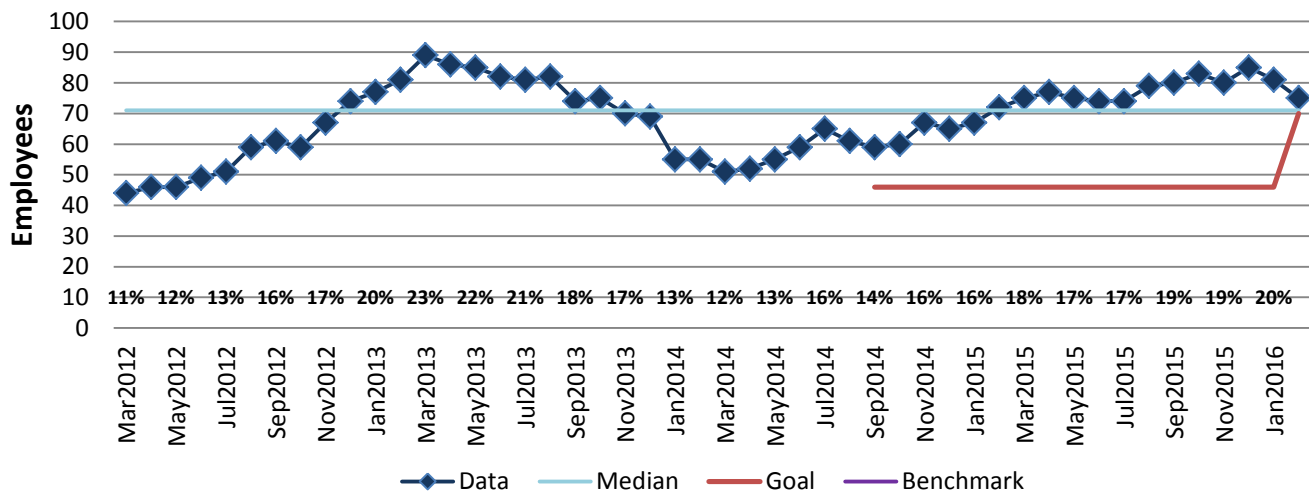


KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: CY 14: 58 employees on avg. Goal: Compared to CY15's average of 77 employees, starting CY16, reduce the number of firefighters with high sick leave consumption to 70 employees by end of CY16. This number represents 16.9% of the 56 hour employees. Benchmark: 6.74% LMG Top Quartile 04/09/16		Data Source: Payable Time Peoplesoft Goal Source: LMG Avg. Sick Leave Percent, Mar15-Feb16 Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 96 or more hours of sick leave in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: LFD has implemented a new sick leave policy. LFD will validate that the new policy is effective.		
How Are We Doing?					
Mar2015-Feb2016 12 Month Goal	Mar2015-Feb2016 12 Month Actual		Feb2016 Goal	Feb2016 Actual	
48	78		70	75	
Employees	Employees		Employees	Employees	

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Mar2015-Feb2016 Pareto Analysis

